

## **Abstract**

### **Modes of termination of employment**

The aim of the thesis is to analyze the legislation and characterize the various modes of termination of employment in the Czech labor law. I have chosen this theme mainly because it is a dynamically evolving and current topic, and it is a constant subject of lively debate in society. The issue of termination of employment affects a wide range of people, governs the relationship between employees and employers.

This diploma thesis consists of an introduction, general and specific part, which are further divided into chapters each, and a final part.

The general part deals with basic questions of labor law related to termination of employment. It is divided into six chapters. Chapters define the matter of labor law, the concept and elements of the employment relationship and explain the meaning and importance of the principles and functions of labor law. The most important is the protective function, which greatly affects the termination of employment. A significant impact on the Czech labor law has also the law of the European Union and the international organizations. This chapter deals with the relationship between civil and labor law.

This chapter also reacts to changes in private law which have a large impact on the modes of termination of employment.

The special part, which is divided into eight chapters, contains the particular analyze of different ways of termination of employment. This part deals in one section with legal acts to be taken to terminate employment and in another one with events independent to the will of the parties that result in termination of the employment. There are chapters dedicated to the employment termination agreement and employment termination by notice, which includes the related requirements, the notice period and grounds for notice. In this part there is a chapter about the termination of the employment contract during the trial period and it also contains the issue of immediate terminations of employment. The special part also focuses on the consequences of a null and void termination of employment and the severance pay.